

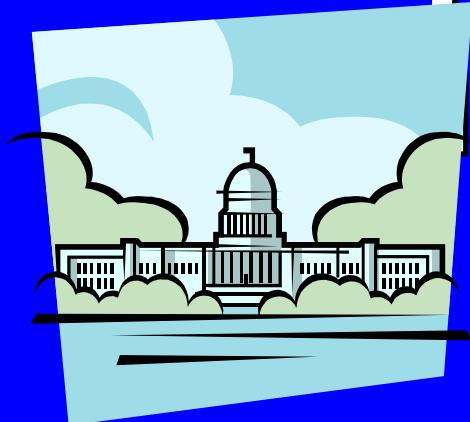
PRIORITY PLACEMENT PROGRAM



WORKFORCE BRIEFING

PROGRAM OVERVIEW

The PPP is the most effective outplacement program in the federal government



PROGRAM OVERVIEW

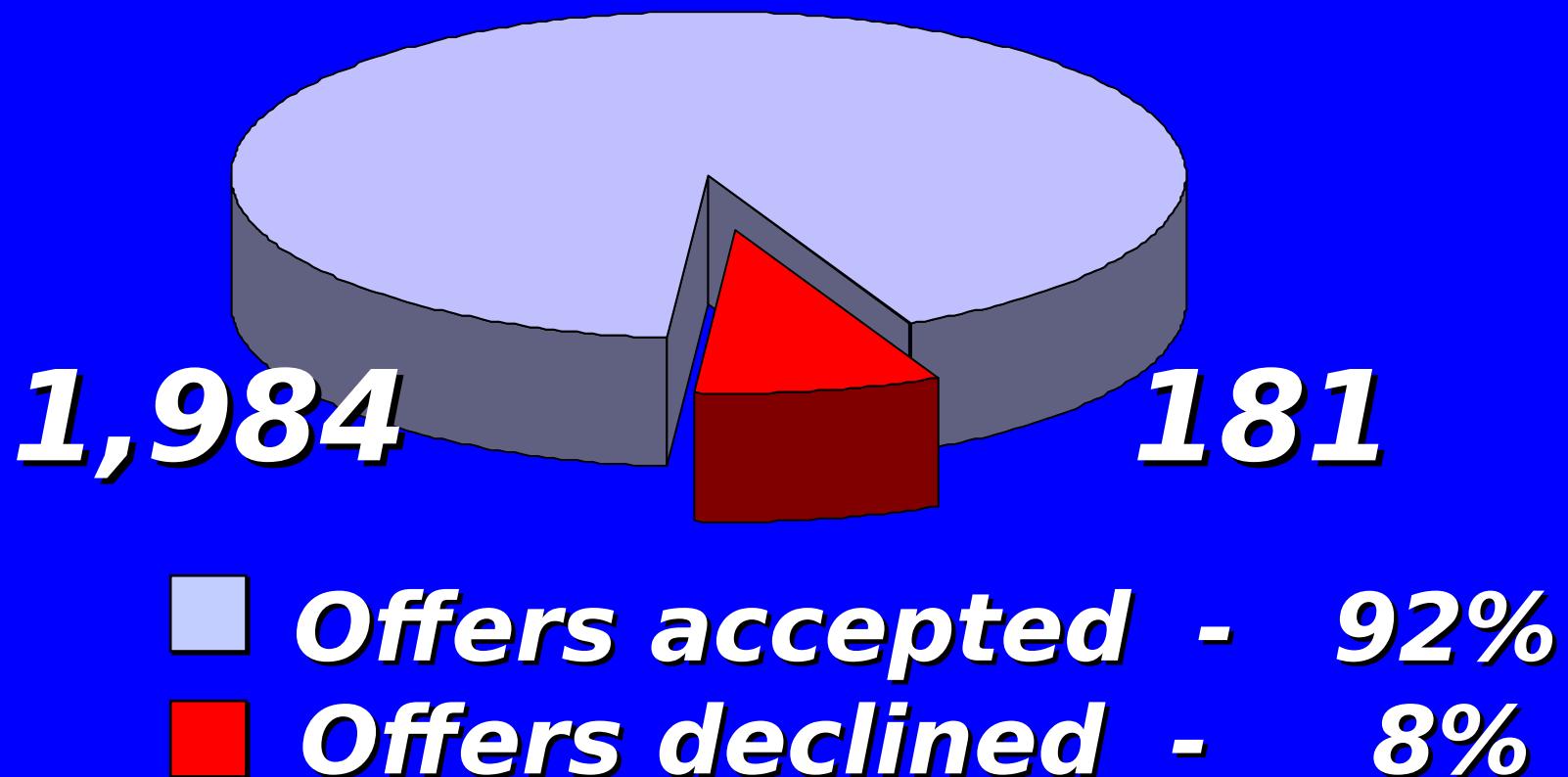
1 Apr 03 - 31 Mar 04

**Job offers - 2,
165**

**Avg. per month -
180**

PROGRAM OVERVIEW

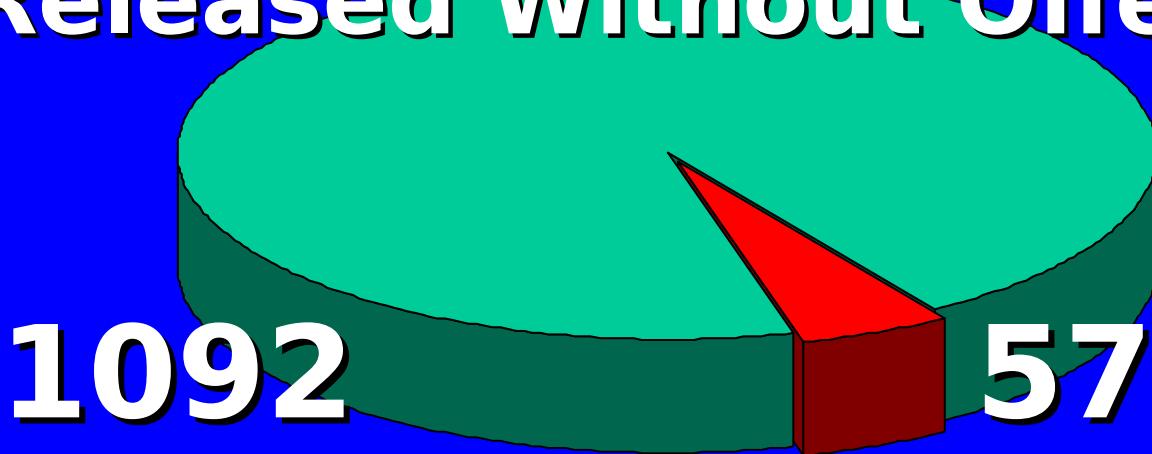
1 Apr 03 - 31 Mar 04



PROGRAM OVERVIEW

1 Apr 03 - 31 Mar 04

Released Without Offers - 1149



Registered for commuting area only



Registered outside commuting area

PROGRAM OVERVIEW

Releasing
Activity



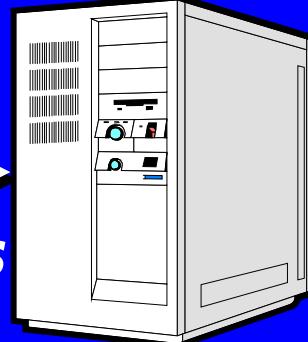
Referrals

Gaining
Activity



Registrations

Requisitions



**Automated Stopper &
Referral System**

REGISTRATION ELIGIBILITY

- **RIF**
 - + *Separation*
 - + *Change to lower grade*
- **Declination of offer outside commuting area**
 - + *RIF*
 - + *Transfer of function*
 - + *Management-directed*

REGISTRATION INELIGIBILITY

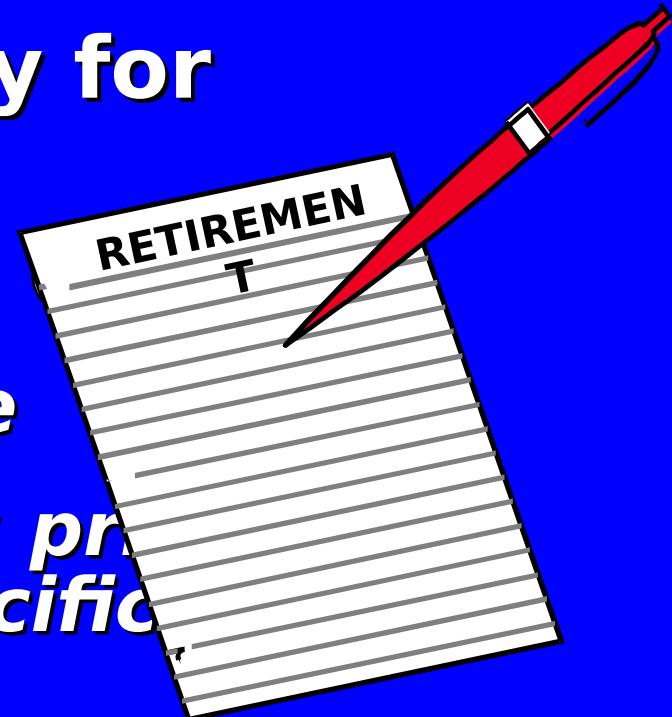
**The following may not
register:**

- **NAF employees**
- **SES employees**
- **Reemployed annuitants**
- **Voluntary Separation
Incentive Pay (VSIP)
recipients**

REGISTRATION INELIGIBILITY

**The following may not
register:**

- Employees who apply for retirement
 - ***Optional: at any time***
 - ***Disability: at any time***
 - ***Discontinued Service: prior to receipt of specific notice***



REGISTRATION INELIGIBILITY

**The following may not
register:**

- Employees who become temporarily physically incapacitated
- Employees whose conduct or performance is in question

REGISTRATION PERIOD

**Eligible employees must
be
permitted to register
upon
receipt of specific RIF
notice**



REGISTRATION PERIOD

- Displaced registrants remain in Program A until:
 - *Placement*
 - *Declination of valid offer*
 - *Deletion for other reasons*
 - *Expiration of eligibility*
 - *1 yr. after separation*
 - *Effective date of change to lower grade*

MANDATORY REGISTRATION

- Purpose - Reduce separation costs
- Coverage - Employees who will be separated receive severance pay
- Strategy - Increase likelihood of “*reasonable offer*” (5 CFR 550) during notice period



MANDATORY REGISTRATION

WHO?

- Applies if employee is eligible for severance pay and:
 - *Does not voluntarily register; or*
 - *Registers only within commuting area*
 - *If registrant expands area prior to separation, mandatory requirements are waived*

MANDATORY REGISTRATION

WHEN?

- Applies upon receipt of RIF separation notice



MANDATORY REGISTRATION

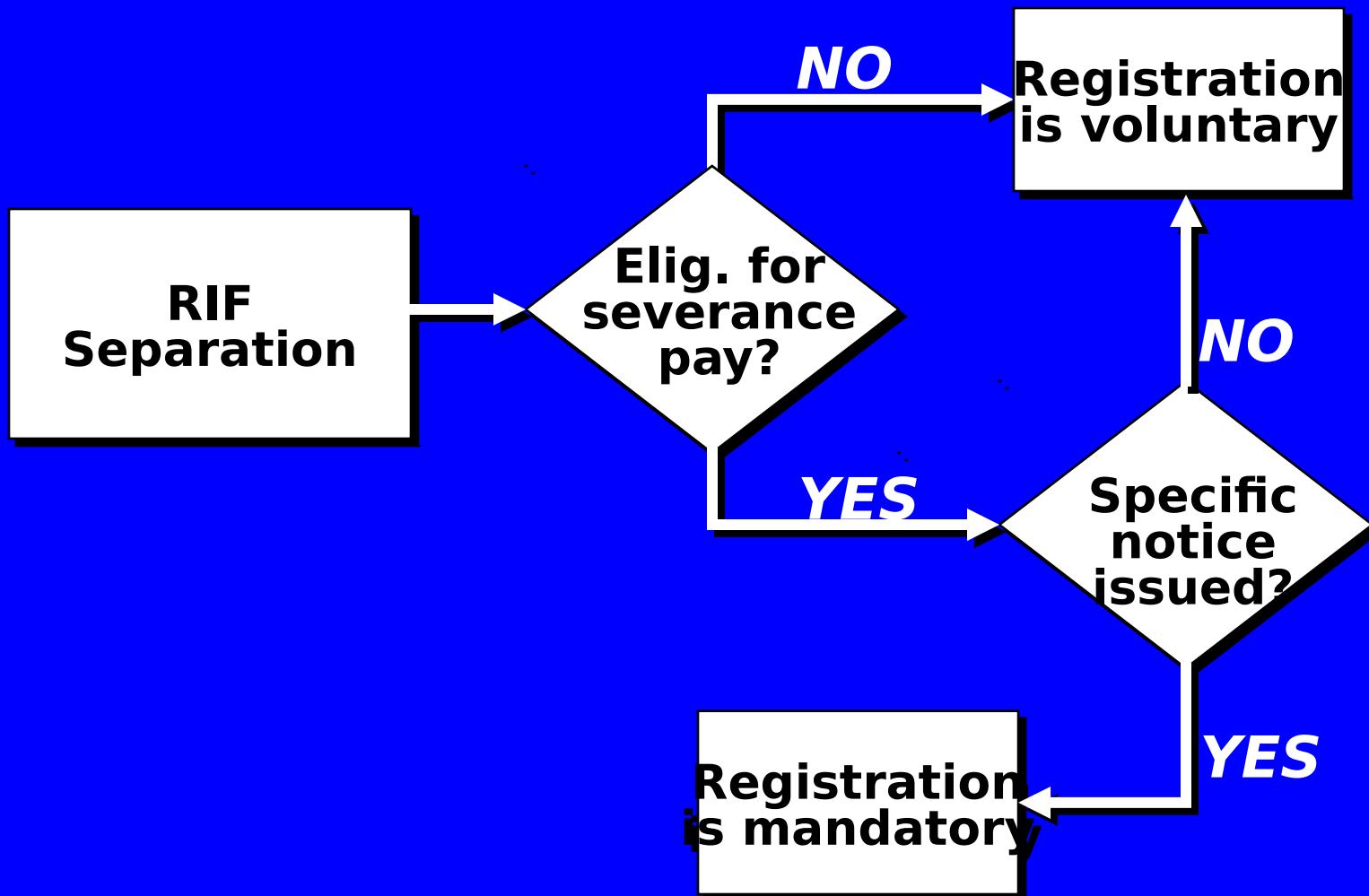
WHAT?

- Employee must be registered for:
 - *Current skill and others for which well qualified*
 - *All DoD activities in commuting area*
 - *Current grade down to & including 2 grades below*

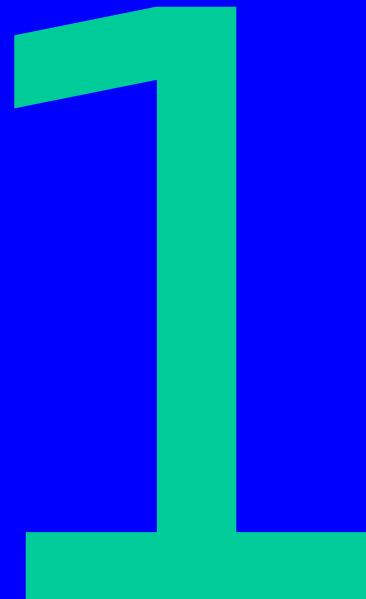
MANDATORY REGISTRATION

- Still applies after declination of valid offer if offer was:
 - *Outside of commuting area; or*
 - *More than 2 grades below current grade*
(i.e., offer did not affect severance pay entitlement)

MANDATORY REGISTRATION



REFERRAL PRIORITIES



- **RIF
Separation
(no offer)**

REFERRAL PRIORITIES

2

- RIF / Reclassification demotion - 2 or more GS grades
- Declination of offer outside commuting area
 - *RIF*
 - *ToF*
 - *Management-directed*

REFERRAL PRIORITIES

3

- RIF / Reclassification demotion - less than 2 GS grades
- All family members (including military & civilian spouses)

REFERRAL PRIORITIES

Priority 1 & 2 referrals restrict:



- *Promotions*
- *Reassignments*
- *Appointments*
- *Transfers*
- *Demotions to positions
with greater promotion
potential*

REFERRAL PRIORITIES

Priority 3 referrals:



- *Permit selection
within Component*



- *Restrict appointments
& transfers*

REFERRAL PRIORITIES

Total Registrations - 1,805
(as of 7 April 2004)



Priority 1 - 47%

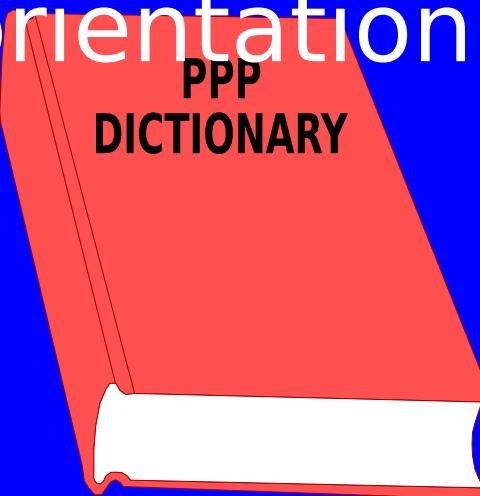
Priority 2/3 - 53%

REGISTRATION SKILLS

- **Must register for current skill**
 - *Exceptions require CARE approval*
- **May register for other skills if well qualified**
 - *As determined by registering HRO*

REGISTRATION SKILLS

well qual•i•fied (wĕl kwĕl'fīd') *adj.* Able to meet all job requirements with orientation only.



REGISTRATION SKILLS

- **Minimum qualification standards not sufficient for PPP**
- **Registrant must have actually performed the work**
- **Experience must be documented**



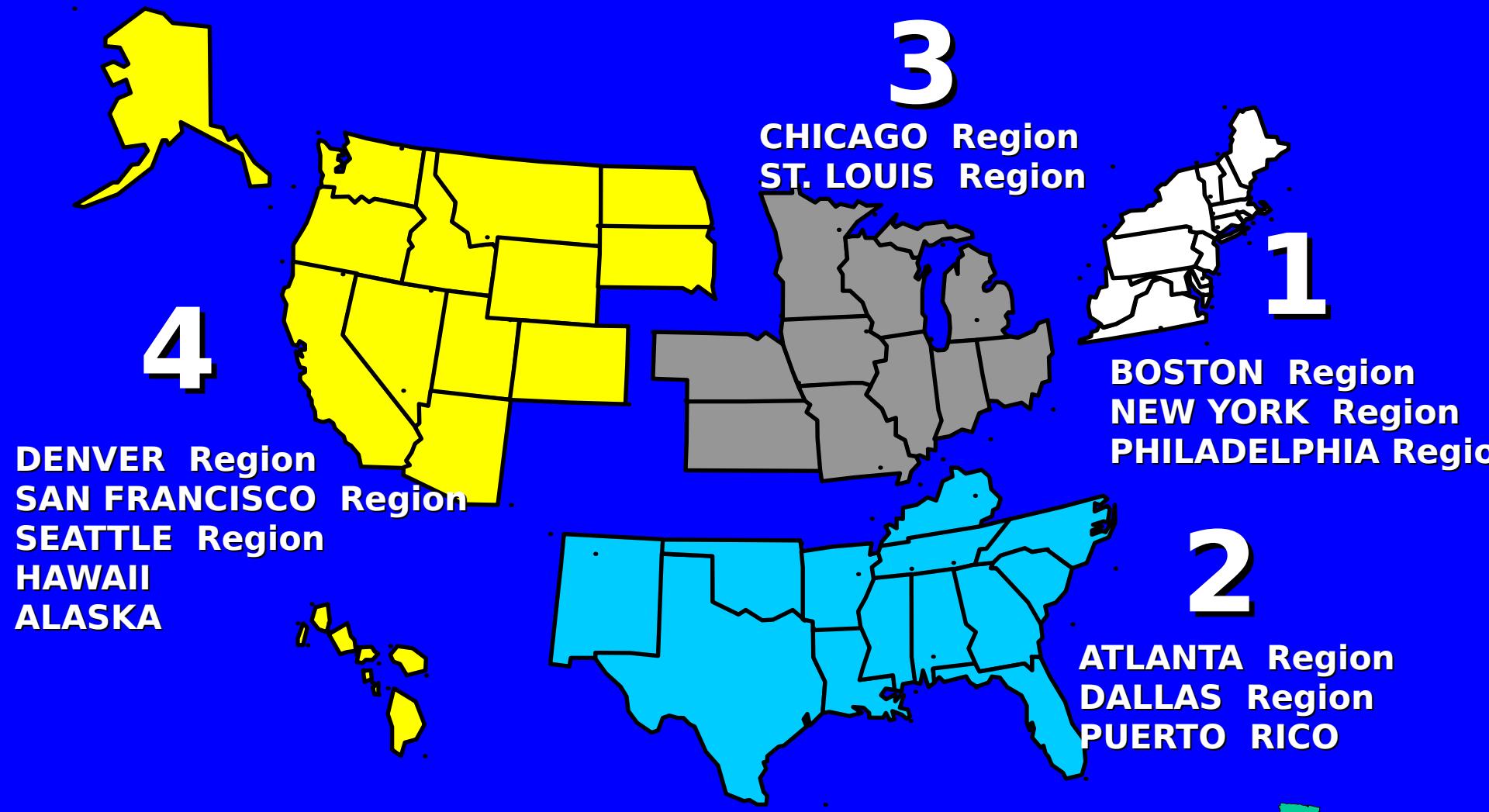
REGISTRATION GRADES

**Current permanent /
retained grade**



**3 GS grades below
current permanent /
retained grade**

AREA OF REFERRAL



MAXIMUM AREA OF REFERRAL

SCHEDULE #1: Registering for grades no lower than GS/WG-06

1st 30 days	2nd 30 days	3rd 30 days
Zone 1, Chicago & Atlanta Regions	Zones 1, 2 & 3	Zones 1, 2, 3 & 4

MAXIMUM AREA OF REFERRAL

**SCHEDULE #2: Registering for non
clerical grades GS/WG-05 & below**

1st 30 days	2nd 30 days	3rd 30 days	4th 30 days
Zone 1	Zone 1, Chicago & Atlanta Reg	Zones 1, 2 & 3	Zones 1, 2, 3 & 4

MAXIMUM AREA OF REFERRAL

SCHEDULE #3: Registering for clerical positions at GS-05 & below

1st 30 days	2nd 30 days	3rd 30 days	4th 30 days
Philadelphia Region	Zone 1	Zone 1, Chicago & Atlanta Reg	Zones 1, 2 & 3

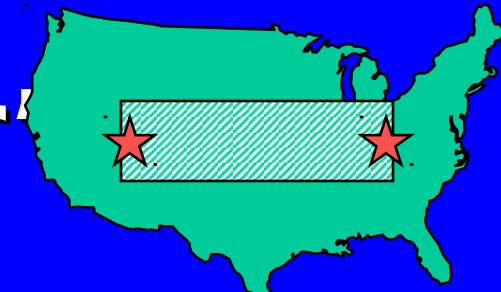
AREA OF REFERRAL

- Referral outside commuting area is limited to employees scheduled for separation due to:
 - *RIF (no offer)*
 - *Declination of offer outside commuting area*



AREA OF REFERRAL

- No “skipping over”
- Area can be expanded incrementally
- Cannot expand outside commuting area after separation



AREA OF REFERRAL

If employee received
change-to-lower-grade
offer within commuting
area, registration outside
commuting area is not
allowed

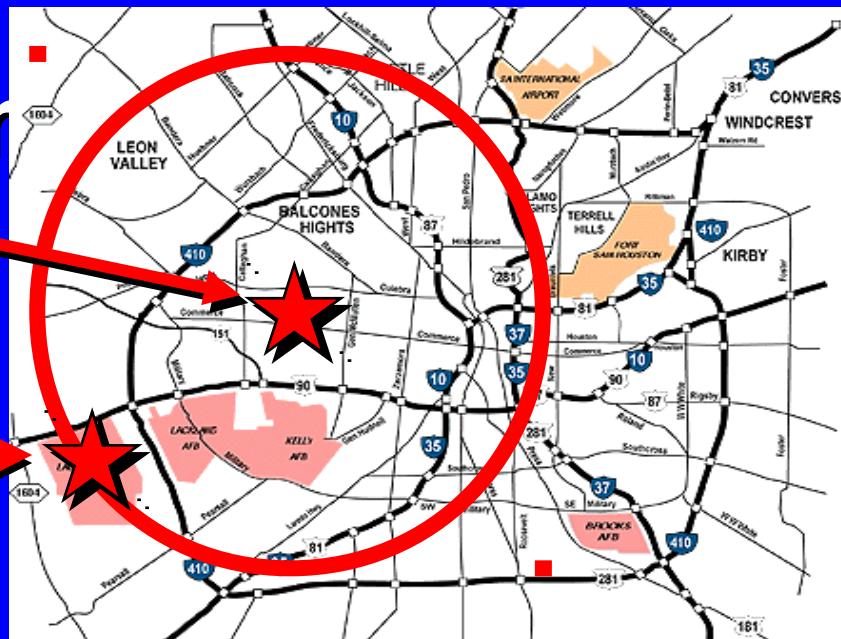


AREA OF REFERRAL

COMMUTING AREA -
Reasonable
daily commuting distance
from
permanent

RESIDENCE

**CURRENT
DUTY
STATION**



JOB OFFERS

- One ***valid*** offer only
- **REPLY TIME** - 2 calendar days
- **REPORTING DATES**
 - ***Same area: 14 days***
 - ***PCS move: 30 days***

2004						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JOB OFFERS

VALID OFFER

- Full-time, permanent DoD position
 - *Unless current work schedule is less than full-time*
- Series, grade & duty location for which registered
- Essentially same conditions of employment

JOB OFFERS

VALID OFFER

- The following do not invalidate an offer:
 - *Drug testing requirement*
 - *Change in shifts*
 - *Decrease in wage or locality rates*

JOB OFFERS

INVALID OFFER

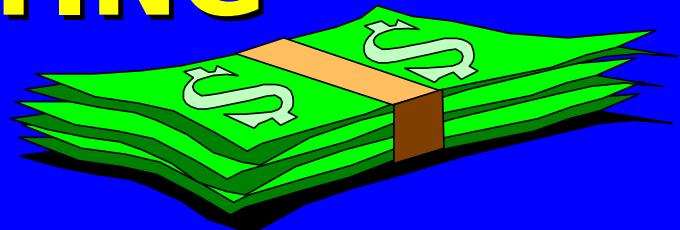
- Non-DoD position
- Significant change in conditions of employment
- Obligated position
- Excepted service position
 - ***Unless registrant is currently in excepted service***

JOB OFFERS

INVALID OFFER

- **Time-limited position**
- **Supervisory position**
 - *Unless registered for supervisory positions*
- **Position under contract study**

PAY SETTING



If placed at a lower grade

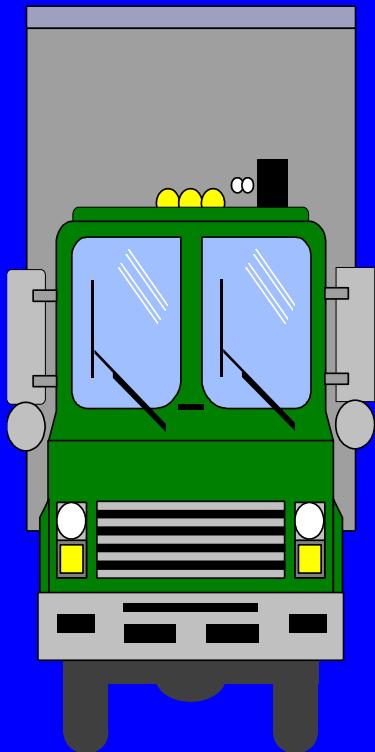
Before separation After separation



**GRADE / PAY
RETENTION**

**LAST EARNED
RATE**

MOVING COSTS



* Within
DoD ~~In~~
accordance
with JTR

** *Losing*
activity
* Outside
DoD



TEMPORARY POSITIONS

- Offers in
commuting
area only
- Continued
registration
in PPP

TEMPORARY POSITIONS



- Accepting temporary/term position without a break *in service* can affect future
~~GRADE & PAY~~
~~before accepting~~

EMPLOYEE RESPONSIBILITIES

- Performance / conduct
- Communications with other DoD activities
 - *All communications must be between the 2 personnel offices*
- Maintain PPP registration
- Completion of resume/SF 171/OF 612

REEMPLOYMENT PRIORITY LIST

- Placement program for employees subject to RIF separation
- Required under 5 CFR 330
- Eligibility
 - *Career employees:* 2 years
 - *Career-cond. employees:* 1 year
- Requires separate application
 - *Cannot exercise RPL rights through PPP*



QUESTIONS?